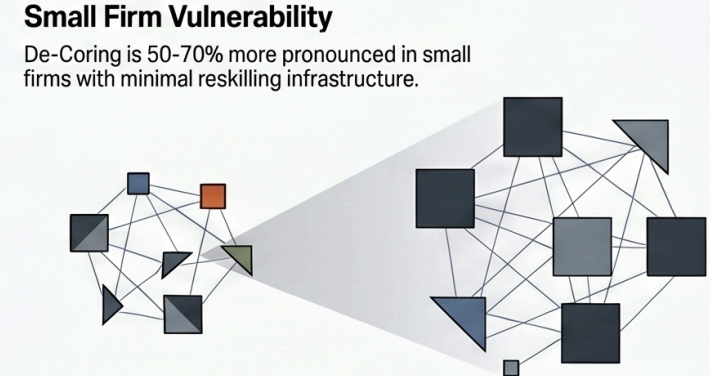
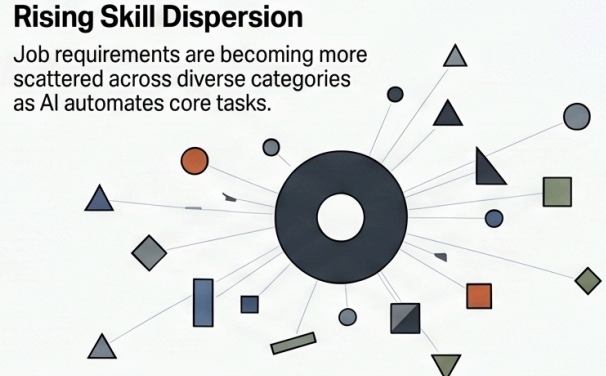
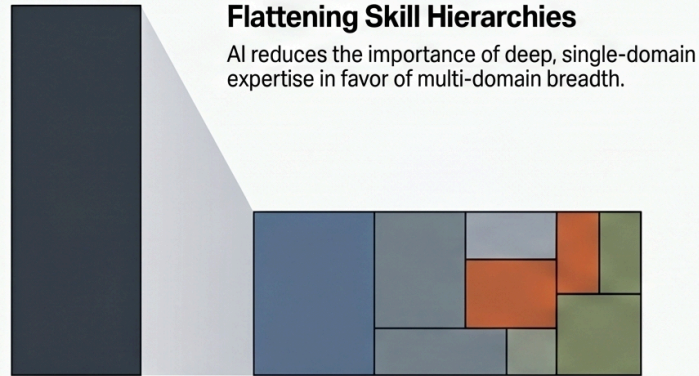


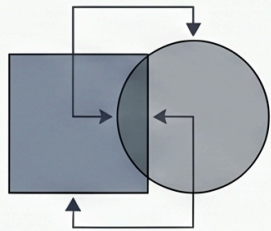
# The De-Coring Phenomenon: Reimagining Skills in the Age of AI

## THE DE-CORING EFFECT



## STRATEGIC ORGANIZATIONAL RESPONSE

### Prioritize Procedural Justice



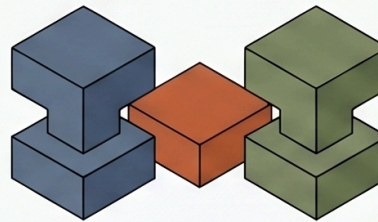
**Prioritize Procedural Justice**  
Transparent communication and worker consultation can reduce voluntary turnover by 40% during restructuring.

### Implement Human-in-the-Loop Design



**Implement Human-in-the-Loop Design**  
Hybrid models where humans retain override authority achieve significantly higher accuracy than algorithms alone.

### Modular Micro-Credentialing



**Modular Micro-Credentialing**  
Shift to stackable, portable skill units that allow workers to update competencies in real-time.

